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MONTANA
EMPLOYMENT AND LABOR FORCE TRENDS

Research & Analysis Bureau ■ Dept. of Labor & Industry ■ 4th Quarter 2003 ■ Vol. 33, No. 4

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Why Do We Need to Know About Montana Employee Turnover Rates?

by Bob Liffring, Research and Analysis Bureau, Economist/Statistician

The employee turnover rates in Montana businesses are important to know because turnover can affect the profitability of a firm. High turnover rates have negative training, productivity and sales implications. Training costs both time and money. Also, new employees are not as productive and customer focused as more seasoned employees until they are properly trained.

Turnover also can be indicative of the quality of the services provided. Consequently, turnover rates are sometimes used to help evaluate programs. Child-care program critics, for example, argue that the constant introduction of new staff members leads to a less than optimal learning environment.

Turnover is an easy concept to define, but difficult to calculate. Basically, for any business, industry, region, or other grouping, it is the percentage of workers that move from employer to employer in a given time period. Looking at it in another way, it can be thought of as the opposite of a group's retention rate or the proportion of workers who continue working with a single employer over time.

Because there is no universal definition, it is often difficult to compare one group's turnover rate with another, because the definitions are different, the underlying time interval is different, or the data is different. Now with the U. S. Census Bureau's Local Employment Dynamics (LED), we have a nearly comprehensive database that can help overcome this shortcoming. The LED program combines and refines Montana wage records and business lists with the Census's Demographic Information.

Turnover Rate Defined

The LED program uses three components in calculating a turnover rate. These components are:

- The time interval used is three months long; the data is based on quarterly statistics.
- Only full quarter data is used; only workers who have worked for the same employer for three consecutive quarters are included in the

(continued on next page)

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Table 1
Annualized Turnover Rates
Montana 2002

SIC	INDUSTRY	Average Quarterly Turnover Rate (%) 2002
00	ALL MAJOR GROUPS	13.9%
01	AGRICULTURAL PRODUCTION-CROPS	17.4%
02	AGRICULTURAL PRODUCTION-LIVESTOCK	13.5%
07	AGRICULTURAL SERVICES	17.0%
08	FORESTRY	24.5%
09	FISHING, HUNTING, AND TRAPPING	n/a
10	METAL MINING	6.1%
12	COAL MINING	5.9%
13	OIL AND GAS EXTRACTION	11.4%
14	MINING OF NONMETALLIC MINERALS	11.0%
15	BUILDING CONSTRUCTION-GEN CONTRACTORS	16.3%
16	HEAVY CONSTRUCTION	16.3%
17	CONSTRUCTION-SPECIAL TRADE CONTRACTORS	15.5%
20	FOOD AND KINDRED PRODUCTS	9.3%
22	TEXTILE MILL PRODUCTS	n/a
23	APPAREL	14.8%
24	LUMBER AND WOOD PRODUCTS	7.3%
25	FURNITURE AND FIXTURES	12.5%
26	PAPER AND ALLIED PRODUCTS	6.9%
27	PRINTING, PUBLISHING, AND ALLIED INDUSTRIES	14.7%
28	CHEMICALS AND ALLIED PRODUCTS	12.0%
29	PETROLEUM REFINING AND RELATED INDUSTRIES	7.0%
30	RUBBER AND MISC. PLASTICS PRODUCTS	10.2%
31	LEATHER AND LEATHER PRODUCTS	n/a
32	STONE, CLAY, GLASS, AND CONCRETE PRODUCTS	9.1%
33	PRIMARY METAL INDUSTRIES	9.0%
34	FABRICATED METAL PRODUCTS	8.5%
35	INDUSTRIAL AND COMMERCIAL MACHINERY	10.1%
36	ELECTRONIC EQUIPMENT	15.9%
37	TRANSPORTATION EQUIPMENT	7.5%
38	MEASURING AND CONTROLLING INSTRUMENTS	10.1%
39	MISCELLANEOUS MANUFACTURING INDUSTRIES	9.7%
40	RAILROAD TRANSPORTATION	n/a
41	LOCAL AND SUBURBAN TRANSIT	11.1%
42	MOTOR FREIGHT TRANSPORTATION	12.2%
44	WATER TRANSPORTATION	n/a
45	TRANSPORTATION BY AIR	10.4%
46	PIPELINES	n/a
47	TRANSPORTATION SERVICES	13.4%
48	COMMUNICATIONS	12.0%
49	ELECTRIC, GAS, AND SANITARY SERVICES	9.7%
50	WHOLESALE TRADE- DURABLE GOODS	8.6%
51	WHOLESALE TRADE -NONDURABLE GOODS	10.3%
52	BUILDING MATERIALS AND HARDWARE	11.3%
53	GENERAL MERCHANDISE STORES	14.7%
54	FOOD STORES	12.7%
55	AUTOMOTIVE DEALERS AND GAS STATIONS	13.0%
56	APPAREL AND ACCESSORY STORES	19.5%
57	HOME FURNITURE AND FURNISHINGS	13.3%
58	EATING AND DRINKING PLACES	21.0%
59	MISCELLANEOUS RETAIL	14.5%
60	DEPOSITORY INSTITUTIONS	8.5%
61	NONDEPOSITORY CREDIT INSTITUTIONS	13.7%
62	SECURITY AND COMMODITY BROKERS	8.5%
63	INSURANCE CARRIERS	7.5%
64	INSURANCE AGENTS	9.4%
65	REAL ESTATE	12.5%
67	HOLDING AND OTHER INVESTMENT OFFICES	12.4%
70	HOTELS AND OTHER LODGING	23.1%
72	PERSONAL SERVICES	15.7%
73	BUSINESS SERVICES	20.6%
75	AUTOMOTIVE REPAIR, SERVICES, AND PARKING	13.4%
76	MISCELLANEOUS REPAIR SERVICES	12.7%
78	MOTION PICTURES	24.2%
79	AMUSEMENT AND RECREATION SERVICES	20.7%
80	HEALTH SERVICES	11.5%
81	LEGAL SERVICES	9.1%
82	EDUCATIONAL SERVICES	12.5%
83	SOCIAL SERVICES	13.8%
84	MUSEUMS AND ART GALLERIES	15.7%
86	MEMBERSHIP ORGANIZATIONS	11.7%
87	ENGINEERING AND ACCOUNTING	10.2%
88	PRIVATE HOUSEHOLDS	18.9%
89	SERVICES, NOT ELSEWHERE CLASSIFIED	17.7%

n/a=not available

calculation. They have wages with the same employer in all three quarters.

- Both accessions and separators are used to calculate the number of workers changing jobs; for example, a person gets a new job in a given quarter (an accession), or a person loses a job in the quarter (a separator).

With these concepts in mind, the LED program defines full quarter turnover rate as:

Turnover rate = .5 times (Accessions plus Separations) divided by Employment Level where

-Accessions are the number of full quarter new people employed,

-Separations are the number of full quarter employees losing their jobs,

and, Employment Level is the total number of people in the group who were employed for the full quarter[1].

Turnover Rates for Montana

Table 1 shows the annualized (2002) turnover rates for private industry in Montana for each two-digit Standard Industrial Classification (SIC) code. Annualized estimates were obtained by calculating the geometric mean of the four quarterly rates for each industry.

The overall turnover rate for Montana in 2002, across all industries, is 13.9 percent. It ranges from a high of 24.5 percent in SIC 08—Forestry, to a low of 5.9 percent in SIC 12—Coal Mining.

Factors Influencing Turnover

There are a number of external variables that can determine whether or not a company's turnover rate will be high or low.

The following is a summary of these variables:

- Turnover Rates vary from Industry to Industry.

[1] This follows the approach used in **Burgess**, Simon, & **Lane**, Julia, & **Steveus**, David, 2000. "Job Flows, Worker Flows, and Churning," **Journal of Labor Economics**, Vol. 18(3) pp. 473-502.

- In Montana, like the entire economy, turnover rates are extremely seasonal.

- The average age of the workers and the wages they are paid have a tremendous impact on the magnitude of a company's turnover rate. In both cases, the larger these variables are, the smaller the turnover rate.

- Gender of the employees (proportion of males) and geographical dispersion (urban vs. rural, big vs. small populations) do not appear to have any influence on the turnover rate size.

Calculating a Company's Turnover Rate

A worksheet to enable individual employers to calculate their own turnover rates and to compare them with others in their industry was also developed. This is shown in Table 2 (page 3).

(continued on page 3)

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Table 2 Spreadsheet and Format That Can Be Used to Calculate A Company's Full Quarter Turnover Rate

In this example the turnover rate is 22.7 percent

Social Security Number	Name	Quarterly Wages	Employed in Q_031 ?	Employed in Q_032 ?	Employed in Q_033 ?	Number Quarters Employed	Employed All Three Quarters?	Employed All Three Quarters?	Started in Q_031?	Departed in Q_033?
xxx-xx-xxxx	Tate, Robert	$ #### ##	1	1	1	3	YES	1		1
xxx-xx-xxxx	Anderson, Richard	$ #### ##	1	1	1	3	YES	1		1
xxx-xx-xxxx	Olsby, Ashley	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Cole, Tammera	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Takia, Masso	$ #### ##	1	1	1	3	YES	1	1	
xxx-xx-xxxx	French, Lyle	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Dalisio, Andria	$ #### ##	1	1	1	3	YES	1		1
xxx-xx-xxxx	Bennett, Jennie	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Taft, David	$ #### ##		1	1	2	NO	0		
xxx-xx-xxxx	Cherrik, Lance	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Pauley, April	$ #### ##	1	1	1	3	YES	1	1	1
xxx-xx-xxxx	De'shal, Omar	$ #### ##	1	1	1	3	YES	1		1
xxx-xx-xxxx	Sharp, Dana	$ #### ##	1	1	1	3	YES	1		1
xxx-xx-xxxx	Ramerez, Juanita	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Breeze, Accura	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Carlton, Henry	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Garrison, Marge	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	White, Jon	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Zen, Pauline	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Noble, Sarah	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Summer, Nashville	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Occlusio, Geovanni	$ #### ##	1	1	1	3	YES	1		1
xxx-xx-xxxx	Payton, Manning	$ #### ##	1	1	1	3	YES	1		
xxx-xx-xxxx	Zalt, Christopher	$ #### ##	1	1	1	3	YES	0	1	
xxx-xx-xxxx	Riley, Sean	$ #### ##	1	1	1	3	NO	0		
xxx-xx-xxxx	Dickersen, Sheryl	$ #### ##		1	1	2	NO	0		
xxx-xx-xxxx	Okirra, J'omal	$ #### ##		1	1	2	NO	0		
xxx-xx-xxxx	Hollans, Steven	$ #### ##	1	1		2	NO	0		
xxx-xx-xxxx	Combs, Nigle	$ #### ##	1	1		2	NO	0		

Totals	(FULL EMP)		22		
	(ACC)			3	
	(SEP)				7

Full Quarter Turnover Rate = .5 x (3 + 7) / 22 = 22.7%

1. Use the company's list of employees that were submitted with the Quarterly Unemployment Insurance (UI) Tax Payment. Use a list of employees who were employed in the target quarter.
2. Design a spreadsheet like the one above. Put in columns for the quarters before and after the target quarter, (i.e., quarters t-1, t, and t+1 where t is the target quarter). In sample spreadsheet, the target quarter is Second Quarter 2003 (Q_032).
3. For each employee, mark those quarters in which he or she was employed with a "1."
4. In the next column, add the number of quarters in which each employee worked. (Only those employees who worked in all three quarters will be used in determining turnover rate.)
5. Count (i.e., add together) the number of employees who worked in all three quarters. This is the term, "FULL EMP." In the example, FULL EMP is 22.
6. For each employee who worked all three quarters, mark the ones who were hired in the first quarter (i.e., quarter t-1). Count them. This is the term, "ACC." In the example, ACC is 3.
7. For each employee who worked all three quarters, mark the ones who left the company in the third quarter (i.e., quarter t+1). Count them. This is the term, "SEP." In the example, SEP is 7.
8. Calculate the Turnover Rate using the equation:

TURNOVER RATE = .5 times (ACC + SEP) divided by (FULL EMP) ■

A Job Hunting Guide for Montanans with Disabilities

by Julie O'Connor, Research and Analysis Bureau, Montana Career Information System Statistician

The Research and Analysis Bureau has tools to assist job seekers who have disabilities.

Our handbook entitled, *A Job Hunting Guide for Montanans with Disabilities,* is one such tool that will help in finding employment. This is a quick and easy reference guide. This publication is a practical guide when searching for employment. There are more than 23 chapters in the handbook, which address various areas of the job search process. Included are specific definitions of the Americans with Disabilities Act (ADA), along with resources which are available in Montana concerning employment assistance agencies and work accommodation devices. The handbook is written for a better understanding of the ADA and its relationship to Montana employment issues.

According to the U.S. Census Bureau, about 85,718 Montanans between 21 and 64 years old had a disability in 2000, or 16.9 percent of the Montana workforce population. Only about 50 percent of individuals with a disability are employed.

How does the federal government define "disability?"

Answer: The definition of "disability" varies depending on the purpose for which it is being used. Federal and state agencies generally use a definition that is specific to a particular program or service.

For example:

- For purposes of nondiscrimination laws (e.g. the Americans with Disabilities Act, Section 503 of the Rehabilitation Act of 1973 and Section 188 of the Workforce Investment Act), a person with a disability is generally defined as someone who (1) has a physical or mental impairment that substantially limits one or more "major life activities," (2) has a record of such an impairment, or (3) is regarded as having such an impairment.
- To be found disabled for purposes of Social Security disability benefits, individuals must have a severe disability (or combination of disabilities) that has lasted, or is expected to last, at least 12 months or result in death, and which prevents working at a "substantial gainful activity" level.
- State vocational rehabilitation (VR) offices will find a person with a disability to be eligible for VR services if he or she has a physical or mental impairment that constitutes or results in a "substantial impediment" to employment for the applicant.

In Montana, job counselors, vocational rehabilitation workers, employers and family members may better assist disabled job seekers by becoming familiar with the information compiled in the *Job Hunting Guide for Montanans with Disabilities.* This handy guide gives you answers to frequently asked questions, like the following.

Different types of work use similar job skills. What are transferable skills?

- Skills that have been learned by doing.
- Skills that have been used in the past in one or more jobs.
- Skills that may be substituted or interchanged into another job.

Sample interview questions include:

- Tell me about yourself.
- Why did you leave your previous job?
- What kind of work are you looking for?

An individual with a disability needs to know:

- How to tell an employer they can do the essential functions of a job.
- What reasonable accommodation could be provided to help them do the job.
- How to keep an upbeat attitude during their initial meeting with potential employers.
- The search for employment is a full-time job and should be treated as such.

You will have these answers and more with a copy of the *Job Hunting Guide for Montanans with Disabilities.* The publication is available for download in PDF file format, free of charge, on the Research and Analysis Bureau websites: **http://www.ourfactsyourfuture.org** or **http://mcis.dli.state.mt.us/publications.asp.** ■

Economic highlights and employment outlook

Civilian labor force

Montana's **civilian labor force** averaged 473,600 for the fourth quarter of 2003—down 10,000 over the quarter, but up 10,200 over the year.

Quarterly Employment Trends

Quarter	Montana Civilian Labor Force*	MONTANA Montanans Employed	Montanans Unemployed	Unemployment Rate (Montana)	UNITED STATES Unemployment Rate (U.S.)
2003-4th	473,600	451,100	22,500	4.8%	5.5%
2003-3rd	483,600	463,900	19,700	4.1%	6.0%
2003-2nd	477,700	456,300	21,400	4.5%	6.1%
2003-1st	464,700	438,400	26,300	5.7%	6.3%
2002-4th	463,400	442,000	21,400	4.6%	5.6%

*Rounded Civilian Labor Force Numbers, 2004 Benchmark (Not Seasonally Adjusted)

Employed

The number of Montanans **employed** during the quarter averaged 451,100—down 12,800 over the quarter, but up 9,100 over the year.

Unemployed

The number of Montanans **unemployed** during the quarter averaged 22,500—up 2,800 over the quarter, and up 1,100 over the year.

The average **unemployment rate** for the quarter was 4.8 percent—up seven-tenths of a percentage point over the quarter and up two-tenths of a percentage point over the year. ■

Wage and salary jobs by industry sectors

Quarterly Employment Trends

(NOTE: Numbers are rounded.)

Total nonagricultural wage and salary employment in Montana averaged 400,900 jobs the fourth quarter of 2003—down about 900 jobs over the quarter, and up approximately 1,700 jobs over the year.

Natural resources (logging) and mining averaged 6,500 jobs—up 300 jobs over the quarter, and up 200 jobs over the year.

Construction averaged 23,200 jobs—down 1,300 jobs over the quarter, but up about 500 jobs over the year.

Manufacturing averaged 18,700 jobs—down 100 jobs over the quarter, and down about 900 over the year.

Trade, transportation and utilities averaged 86,300 jobs—up 500 jobs over the quarter, and up 300 jobs over the year.

Information averaged 7,500 jobs—down 200 jobs over the quarter, and down 200 jobs over the year.

Financial activities averaged 20,100—even over the quarter and up about 400 jobs over the year.

Professional and business services averaged 32,000 jobs—down 700 jobs over the quarter, and down 700 jobs over the year.

Private educational and health services averaged 53,300 jobs—up 900 jobs over the quarter, and up about 800 over the year. (Health services jobs dominate this supersector, with *private* educational services accounting for only 4,100 jobs during fourth quarter 2003.)

Leisure & hospitality averaged 50,400 jobs—down about 5,400 jobs over the quarter, and up 700 jobs over the year.

Other services averaged 16,200 jobs—up 100 jobs over the quarter, but down 100 jobs over the year.

Government averaged 86,900 jobs—up 5,000 jobs over the quarter (mostly student workers in state colleges), and up about 900 jobs over the year.

Average weekly hours and earnings

Average weekly earnings for private production workers averaged $420.08 for the fourth quarter of 2003—up $14.21 over the quarter, and up $8.55 over the year.

Average weekly hours averaged 32.1—up two-tenths of an hour over the quarter, and up one-tenth of an hour over the year.

Average hourly earnings averaged $13.09 for the quarter—up 37 cents over the quarter, and up 31 cents over the year. ■

Industry news from around the state

(Gathered primarily from state newspaper reports)

Natural Resources & Mining

•**Construction of the Rocky Mountain Power plant in Hardin will resume again.** A Centennial Power spokesperson said construction should start spring 2004. Centennial Power, a subsidiary of Montana Dakota Utilities, will build the 113-megawatt, coal-fired plant. The plant will employ 30 to 35 full-time employees when complete.

•**Stillwater Mining Co. said it lost money during third quarter 2003,** despite a Russian company's purchase of controlling interest. The company doesn't expect to fare much better during fourth quarter 2003. The company's chief executive cited lower production and lower prices as reasons for the losses.

•**Spokane's Revett Silver Co., fomerly Sterling Mining Co., hopes to reopen** Troy's dormant copper and silver mine. A company executive said higher copper prices have made it possible to open the mine. The company spokesperson said the mine should operate for three years and employ 250-275 people.

•**The Montana Department of Environmental Quality** issued a noncompliance notice to Bull Mountain coal mine near Roundup for failing to meet a deadline for drilling water monitoring wells. A company spokesperson said despite delays, the company hopes to improve its performance.

•**Montana Resources in Butte is back in business** with 333 employees. The mine was idled three years because of high electricity prices. It's now running 24 hours a day producing copper and molybdenum, used in alloys. The mine has been purchasing supplies locally benefitting many Butte businesses.

•**The Montana Agricultural Statistics Service reported** an increase in total wheat production in 2003. The 137.5 million bushels were up from 109.9 million bushels a year ago for overall wheat production. The agency said Montana farmers planted 1.8 million acres to winter wheat, the largest amount since 1996.

•**Montana beet growers were able to beat** the drought and harvest a good crop of sugar beets this year. A Western Sugar agriculture manager said about 26,000 acres of beets were planted for the 2003 harvest. The harvest usually wraps up the end of October and the factory will process sugar until early February 2004.

Construction

•**Construction of the $60 million barley malting plant** in Great Falls is progressing and officials said they could begin buying barley from Montana growers in 2004. International Malting's president said the plant should be open mid-2005.

Government

•**A Helena-based National Guard unit** will join a number of Montana soldiers recently called to duty. The 1022nd Medical Company, Detachment 1, has about 40 soldiers who join about 50 soldiers from Detachment 1, Co. L, 151st Aviation Resources from Helena and recently activated. A National Guard public relations officer said ongoing mobilizations could include up to 40 percent of the state's total force. The Montana Air National Guard has about 1,000 members and the Army National Guard has about 2,500. Guard units in Bozeman, Great Falls and Kalispell also have been called to duty.

Manufacturing

•**Butte's Advanced Silicon Materials, Inc. (ASiMI),** is investing in a new technology lab. The $200,000 investment will further innovation in the silicon industry, according to the report. ASiMI, one of Butte's largest private employers with about 250 employees, manufactures silicon. The new lab will allow technology and manufacturing groups to conduct experiments before costly implementation.

•**Smith Equipment of Belgrade** says its biggest obstacle is trying to ship the 120 to 550-ton TowHaul trailers it manufactures. The trailers are used by open-pit mining companies all over the world. The trailers are laid flat on flatbed trucks and extra-wide-load permits purchased. Customers pick up the cost of shipping which can run in excess of $100,000. A company spokesperson said the trailers pay for themselves in one to two years.

•**ILX Lightwave in Bozeman laid off** five more employees. The company has had six layoffs since June 2001. It currently has 45 employees left in Bozeman. The company's chief executive officer hopes for a positive turnaround in the fiber optics market and said ILX is committed to being a successful local business.

•**Resource Label Group plans to build** a $4.5 million plant near Whitefish. The Tennessee-based company designs and prints custom labels for different products including shampoo, lunch boxes and automobiles. The company expects to employ 40 to 50 people.

•**The Helena National Forest has proposed logging timber** that burned in a Lincoln fire last summer. The proposal calls for logging around 2,700 acres. One conservation group expressed concerns over interference with grizzly bear habitat and Blackfoot River's water quality. The executive director of the Alliance for the Wild Rockies said he's optimistic the Forest Service and conservationists will work together on potential problems.

Trade, Transportation & Utilities

•**Qwest is appealing $3.5 million of its annual Montana property taxes.** The telecommunications company said it's appealing its taxes in all Montana counties where they have property. Qwest is one of several utility and energy companies to recently protest property taxes.

•**Managers and employees of Corral West Ranchwear** have repurchased the majority of their company shares making it mostly locally owned again. The company, headquartered in Cheyenne, Wyo., is the largest western apparel chain with 95 stores mainly in 19 Western states. There are 10 stores in Montana, including three in Billings.

•**Helena now has a Home Depot.** The 458 parking spots weren't enough for the 3,000 to 6,000 estimated attendees for its open house in November. The Helena store is the chain's sixth in Montana employing 105 people full and part time.

•**Dillard's department store will open** in the new Glacier Mall in Kalispell. The mall should open in 2006.

Professional & Business Services

•**Corixa eliminated 75 jobs and** ended research of a skin-cancer drug in the final development stage to save money and focus on drugs with greater money-making potential in the near future. The company cut about 18 percent of its workforce and now has 344 employees at its Seattle base and branch locations in Montana and South San Francisco. The majority of job losses were in Seattle.

Leisure & Hospitality

•**Elmer's Pancake & Steak House in Billings closed** after 25 years in business, leaving the Great Falls Elmer's the last Elmer's in Montana.

•**The Montana Department of Agriculture** is asking Montana consumers to return potpourri which may contain pinecone-eating longhorn beetles. The potpourri from India contains scented pinecones and was distributed through several national chain stores. The longhorn beetles damage forests by reducing seed production. The Montana Department of Agriculture is asking those who've purchased the product to return it to the store or properly dispose of it by double bagging it, tying it securely and putting in the trash; or freezing it for two days; or burning the product.

•**Teletech Inc., seeks to occupy** space formerly leased to Stream International. Stream closed its call center last summer. Teletech, also a call center, plans to initially provide 125 jobs and eventually expand to 425 jobs; 340 would be full time.■

TABLE 1-A
MONTANA MONTHLY LABOR FORCE BY COUNTY
LABOR FORCE STATISTICS

04 BMK
December 2003 (R)

COUNTY	CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	UNEMPLOYMENT RATE
U.S. (in thousands)	**146,501**	**138,556**	**7,945**	**5.4%**
MONTANA	472,517	447,634	24,883	5.3%
YELLOWSTONE	72,807	69,930	2,877	4.0%
CASCADE	36,567	34,807	1,760	4.8%
MISSOULA	58,042	55,530	2,512	4.3%
BEAVERHEAD	4,718	4,542	176	3.7%
BIG HORN	4,928	4,216	712	14.4%
BLAINE	2,451	2,308	143	5.8%
BROADWATER	2,043	1,912	131	6.4%
CARBON	4,526	4,318	208	4.6%
CARTER	774	760	14	1.8%
CHOUTEAU	2,297	2,214	83	3.6%
CUSTER	5,626	5,421	205	3.6%
DANIELS	1,071	1,043	28	2.6%
DAWSON	4,800	4,668	132	2.8%
DEER LODGE	3,559	3,272	287	8.1%
FALLON	1,510	1,458	52	3.4%
FERGUS	5,786	5,414	372	6.4%
FLATHEAD	41,538	38,282	3,256	7.8%
GALLATIN	45,845	44,298	1,547	3.4%
GARFIELD	775	749	26	3.4%
GLACIER	4,830	4,221	609	12.6%
GOLDEN VALLEY	426	383	43	10.1%
GRANITE	1,080	994	86	8.0%
HILL	9,328	8,994	334	3.6%
JEFFERSON	5,213	4,979	234	4.5%
JUDITH BASIN	1,037	984	53	5.1%
LAKE	11,175	10,371	804	7.2%
LEWIS & CLARK	29,441	28,264	1,177	4.0%
LIBERTY	1,012	971	41	4.1%
LINCOLN	6,870	5,733	1,137	16.6%
MCCONE	1,022	984	38	3.7%
MADISON	3,626	3,476	150	4.1%
MEAGHER	905	834	71	7.8%
MINERAL	1,573	1,427	146	9.3%
MUSSELSHELL	1,755	1,602	153	8.7%
PARK	9,365	8,816	549	5.9%
PETROLEUM	259	249	10	3.9%
PHILLIPS	1,992	1,890	102	5.1%
PONDERA	2,937	2,774	163	5.5%
POWDER RIVER	1,072	1,027	45	4.2%
POWELL	2,304	2,154	150	6.5%
PRAIRIE	583	543	40	6.9%
RAVALLI	19,175	17,867	1,308	6.8%
RICHLAND	5,030	4,842	188	3.7%
ROOSEVELT	4,091	3,769	322	7.9%
ROSEBUD	4,629	4,324	305	6.6%
SANDERS	4,404	3,977	427	9.7%
SHERIDAN	1,861	1,773	88	4.7%
SILVER BOW	16,903	15,974	929	5.5%
STILLWATER	5,283	5,126	157	3.0%
SWEET GRASS	1,723	1,683	40	2.3%
TETON	3,003	2,877	126	4.2%
TOOLE	2,816	2,735	81	2.9%
TREASURE	394	379	15	3.8%
VALLEY	4,195	4,025	170	4.1%
WHEATLAND	1,035	976	59	5.7%
WIBAUX	513	496	17	3.3%
L & C/JEFFERSON LMA	34,654	33,243	1,411	4.1%

SOURCE: LOCAL AREA UNEMPLOYMENT STATISTICS (LAUS) DATA. SEE TECHNICAL NOTE S-1 ON "SOURCES OF DATA" PAGE AT BACK OF THIS PUBLICATION.

TABLE 1-B
MONTANA MONTHLY LABOR FORCE BY COUNTY
LABOR FORCE STATISTICS

04 BMK
November 2003 (R)

COUNTY	CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	UNEMPLOYMENT RATE
U.S. (in thousands)	146,969	138,700	8,269	5.6%
MONTANA	474,318	451,720	22,598	4.8%
YELLOWSTONE	72,795	70,220	2,575	3.5%
CASCADE	36,734	35,020	1,714	4.7%
MISSOULA	58,417	56,280	2,137	3.7%
BEAVERHEAD	4,774	4,620	154	3.2%
BIG HORN	4,912	4,279	633	12.9%
BLAINE	2,523	2,374	149	5.9%
BROADWATER	2,112	1,977	135	6.4%
CARBON	4,452	4,275	177	4.0%
CARTER	829	817	12	1.4%
CHOUTEAU	2,378	2,303	75	3.2%
CUSTER	5,639	5,495	144	2.6%
DANIELS	1,064	1,038	26	2.4%
DAWSON	4,823	4,718	105	2.2%
DEER LODGE	3,578	3,313	265	7.4%
FALLON	1,557	1,508	49	3.1%
FERGUS	5,877	5,598	279	4.7%
FLATHEAD	41,543	38,533	3,010	7.2%
GALLATIN	45,616	43,938	1,678	3.7%
GARFIELD	805	787	18	2.2%
GLACIER	4,984	4,358	626	12.6%
GOLDEN VALLEY	447	407	40	8.9%
GRANITE	1,072	1,000	72	6.7%
HILL	9,444	9,123	321	3.4%
JEFFERSON	5,065	4,846	219	4.3%
JUDITH BASIN	1,061	1,012	49	4.6%
LAKE	11,502	10,755	747	6.5%
LEWIS & CLARK	28,519	27,511	1,008	3.5%
LIBERTY	1,036	1,004	32	3.1%
LINCOLN	6,905	5,955	950	13.8%
MCCONE	1,086	1,068	18	1.7%
MADISON	3,644	3,506	138	3.8%
MEAGHER	898	847	51	5.7%
MINERAL	1,579	1,448	131	8.3%
MUSSELSHELL	1,778	1,655	123	6.9%
PARK	9,484	8,946	538	5.7%
PETROLEUM	278	266	12	4.3%
PHILLIPS	2,070	1,977	93	4.5%
PONDERA	3,022	2,868	154	5.1%
POWDER RIVER	1,118	1,086	32	2.9%
POWELL	2,296	2,196	100	4.4%
PRAIRIE	606	571	35	5.8%
RAVALLI	19,409	18,234	1,175	6.1%
RICHLAND	5,258	5,079	179	3.4%
ROOSEVELT	4,155	3,829	326	7.8%
ROSEBUD	4,729	4,419	310	6.6%
SANDERS	4,413	4,106	307	7.0%
SHERIDAN	1,910	1,838	72	3.8%
SILVER BOW	16,862	16,033	829	4.9%
STILLWATER	5,328	5,167	161	3.0%
SWEET GRASS	1,789	1,752	37	2.1%
TETON	3,024	2,924	100	3.3%
TOOLE	2,842	2,779	63	2.2%
TREASURE	402	391	11	2.7%
VALLEY	4,263	4,114	149	3.5%
WHEATLAND	1,073	1,027	46	4.3%
WIBAUX	542	531	11	2.0%
L & C/JEFFERSON LMA	33,584	32,357	1,227	3.7%

SOURCE: LOCAL AREA UNEMPLOYMENT STATISTICS (LAUS) DATA. SEE TECHNICAL NOTE S-1 ON "SOURCES OF DATA" PAGE AT BACK OF THIS PUBLICATION

TABLE 1-C
MONTANA MONTHLY LABOR FORCE BY COUNTY
LABOR FORCE STATISTICS

04 BMK
October 2003 (R)

COUNTY	CIVILIAN LABOR FORCE	EMPLOYED	UNEMPLOYED	UNEMPLOYMENT RATE
U.S. (in thousands)	**146,787**	**138,619**	**8,169**	**5.6%**
MONTANA	473,946	453,928	20,018	4.2%
YELLOWSTONE	72,400	69,944	2,456	3.4%
CASCADE	36,318	34,774	1,544	4.3%
MISSOULA	58,446	56,606	1,840	3.1%
BEAVERHEAD	4,875	4,741	134	2.7%
BIG HORN	4,938	4,282	656	13.3%
BLAINE	2,548	2,428	120	4.7%
BROADWATER	2,152	2,055	97	4.5%
CARBON	4,527	4,379	148	3.3%
CARTER	866	853	13	1.5%
CHOUTEAU	2,434	2,378	56	2.3%
CUSTER	5,614	5,494	120	2.1%
DANIELS	1,065	1,048	17	1.6%
DAWSON	4,805	4,717	88	1.8%
DEER LODGE	3,528	3,287	241	6.8%
FALLON	1,556	1,524	32	2.1%
FERGUS	5,864	5,659	205	3.5%
FLATHEAD	41,653	38,960	2,693	6.5%
GALLATIN	45,655	44,314	1,341	2.9%
GARFIELD	842	833	9	1.1%
GLACIER	4,997	4,429	568	11.4%
GOLDEN VALLEY	444	423	21	4.7%
GRANITE	1,088	1,025	63	5.8%
HILL	9,408	9,113	295	3.1%
JEFFERSON	5,003	4,790	213	4.3%
JUDITH BASIN	1,084	1,054	30	2.8%
LAKE	11,463	10,785	678	5.9%
LEWIS & CLARK	28,081	27,194	887	3.2%
LIBERTY	1,038	1,017	21	2.0%
LINCOLN	6,839	5,995	844	12.3%
MCCONE	1,074	1,059	15	1.4%
MADISON	3,845	3,727	118	3.1%
MEAGHER	870	835	35	4.0%
MINERAL	1,625	1,500	125	7.7%
MUSSELSHELL	1,802	1,688	114	6.3%
PARK	9,736	9,349	387	4.0%
PETROLEUM	294	285	9	3.1%
PHILLIPS	2,089	2,020	69	3.3%
PONDERA	3,047	2,907	140	4.6%
POWDER RIVER	1,099	1,088	11	1.0%
POWELL	2,363	2,223	140	5.9%
PRAIRIE	602	581	21	3.5%
RAVALLI	19,292	18,285	1,007	5.2%
RICHLAND	5,351	5,194	157	2.9%
ROOSEVELT	4,135	3,816	319	7.7%
ROSEBUD	4,739	4,466	273	5.8%
SANDERS	4,441	4,166	275	6.2%
SHERIDAN	1,892	1,851	41	2.2%
SILVER BOW	16,722	15,893	829	5.0%
STILLWATER	5,291	5,143	148	2.8%
SWEET GRASS	1,844	1,801	43	2.3%
TETON	3,092	3,012	80	2.6%
TOOLE	2,896	2,833	63	2.2%
TREASURE	418	411	7	1.7%
VALLEY	4,229	4,109	120	2.8%
WHEATLAND	1,089	1,055	34	3.1%
WIBAUX	539	528	11	2.0%
L & C/JEFFERSON LMA	33,084	31,984	1,100	3.3%

SOURCE: LOCAL AREA UNEMPLOYMENT STATISTICS (LAUS) DATA. SEE TECHNICAL NOTE S-1 ON "SOURCES OF DATA" PAGE AT BACK OF THIS PUBLICATION

TABLE II
MONTANA CURRENT POPULATION SURVEY STATISTICS
(IN THOUSANDS)

2004 ANNUAL DATA (Preliminary)	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
CIVILIAN LABOR FORCE 1/	461.5	465.1	467.2	473.0	476.9	482.4	484.1	486.1	475.4	474.0	474.1	472.5	474.9
EMPLOYED PERSONS	435.3	438.6	441.3	451.3	456.6	461.0	468.1	466.9	456.5	453.9	451.7	447.6	452.4
LABOR MANAGEMENT DISPUTE 2/	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PERSONS EMPLOYED IN AGRICULTURE 2/	24.7	27.4	27.9	32.1	33.9	32.8	36.3	36.2	31.5	27.4	25.0	22.7	29.7
UNEMPLOYED PERSONS	26.2	26.7	26.1	21.7	20.2	22.3	21.2	19.2	18.9	20.0	22.6	24.9	22.3
% OF LABOR FORCE, UNADJUSTED 3/	5.7%	5.7%	5.6%	4.6%	4.2%	4.6%	4.3%	3.9%	4.0%	4.2%	4.8%	5.3%	4.7%
% OF LABOR FORCE, SEASONALLY ADJ.	4.6%	4.6%	4.7%	4.6%	4.7%	4.8%	4.8%	4.8%	4.8%	4.7%	4.8%	4.8%	4.7%
U.S. UNADJUSTED	6.5%	6.4%	6.2%	5.8%	5.8%	6.5%	6.3%	6.0%	5.8%	5.6%	5.6%	5.4%	6.0%
U.S. SEASONALLY ADJUSTED	5.8%	5.9%	5.8%	6.0%	6.1%	6.3%	6.2%	6.1%	6.1%	6.0%	5.9%	5.7%	6.0%

2003 ANNUAL DATA	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
CIVILIAN LABOR FORCE 1/	454.1	456.8	458.0	461.2	463.6	471.1	475.1	476.3	462.1	463.1	463.9	463.0	463.9
EMPLOYED PERSONS	428.1	429.8	431.7	439.8	444.7	450.2	455.9	454.0	445.5	444.2	442.3	439.5	442.5
LABOR MANAGEMENT DISPUTE 2/	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PERSONS EMPLOYED IN AGRICULTURE 2/	28.9	25.7	23.6	28.5	35.0	41.5	38.7	43.2	37.7	35.3	33.6	29.1	33.1
UNEMPLOYED PERSONS	26.0	27.0	26.3	21.4	18.9	20.9	19.2	16.2	16.5	18.9	21.6	23.6	21.4
% OF LABOR FORCE, UNADJUSTED 3/	5.7%	5.9%	5.7%	4.6%	4.1%	4.4%	4.0%	3.4%	3.6%	4.1%	4.7%	5.1%	4.6%
% OF LABOR FORCE, SEASONALLY ADJ.	4.6%	4.7%	4.8%	4.7%	4.6%	4.7%	4.6%	4.3%	4.4%	4.6%	4.6%	4.6%	4.6%
U.S. UNADJUSTED	6.3%	6.1%	6.1%	5.7%	5.5%	6.0%	5.9%	5.7%	5.4%	5.3%	5.6%	5.7%	5.8%
U.S. SEASONALLY ADJUSTED	5.6%	5.7%	5.7%	5.9%	5.8%	5.8%	5.8%	5.7%	5.7%	5.7%	5.9%	6.0%	5.8%

2002 ANNUAL DATA	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
CIVILIAN LABOR FORCE 1/	454.1	456.8	458.0	461.2	463.6	471.1	475.1	476.3	462.1	463.1	463.9	463.0	463.9
EMPLOYED PERSONS	428.1	429.8	431.7	439.8	444.7	450.2	455.9	454.0	445.5	444.2	442.3	439.5	442.5
LABOR MANAGEMENT DISPUTE 2/	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PERSONS EMPLOYED IN AGRICULTURE 2/	28.9	25.7	23.6	28.5	35.0	41.5	38.7	43.2	37.7	35.3	33.6	29.1	33.1
UNEMPLOYED PERSONS	26.0	27.0	26.3	21.4	18.9	20.9	19.2	16.2	16.5	18.9	21.6	23.6	21.4
% OF LABOR FORCE, UNADJUSTED 3/	5.7%	5.9%	5.7%	4.6%	4.1%	4.4%	4.0%	3.4%	3.6%	4.1%	4.7%	5.1%	4.6%
% OF LABOR FORCE, SEASONALLY ADJ.	4.6%	4.7%	4.8%	4.7%	4.6%	4.7%	4.6%	4.3%	4.4%	4.6%	4.6%	4.6%	4.6%
U.S. UNADJUSTED	6.3%	6.1%	6.1%	5.7%	5.5%	6.0%	5.9%	5.7%	5.4%	5.3%	5.6%	5.7%	5.8%
U.S. SEASONALLY ADJUSTED	5.6%	5.7%	5.7%	5.9%	5.8%	5.8%	5.8%	5.7%	5.7%	5.7%	5.9%	6.0%	5.8%

2001 ANNUAL DATA	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
CIVILIAN LABOR FORCE 1/	461.7	462.3	462.6	464.6	466.7	472.0	474.4	469.1	458.8	458.2	457.2	454.4	463.5
EMPLOYED PERSONS	435.2	435.4	437.1	443.2	447.3	451.5	455.2	451.7	441.4	439.3	435.8	430.8	442.0
LABOR MANAGEMENT DISPUTE 2/	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PERSONS EMPLOYED IN AGRICULTURE 2/	36.4	34.6	36.8	43.4	44.8	49.6	56.7	55.2	54.4	52.9	45.6	40.9	46.0
UNEMPLOYED PERSONS	26.4	26.9	25.5	21.5	19.4	20.5	19.1	17.4	17.4	18.9	21.5	23.6	21.5
% OF LABOR FORCE, UNADJUSTED 3/	5.7%	5.8%	5.5%	4.6%	4.2%	4.3%	4.0%	3.7%	3.8%	4.1%	4.7%	5.2%	4.6%
% OF LABOR FORCE, SEASONALLY ADJ.	4.6%	4.6%	4.6%	4.7%	4.7%	4.6%	4.6%	4.6%	4.7%	4.6%	4.7%	4.7%	4.6%
U.S. UNADJUSTED	4.7%	4.6%	4.5%	4.2%	4.1%	4.7%	4.7%	4.9%	4.7%	5.0%	5.3%	5.4%	4.7%
U.S. SEASONALLY ADJUSTED	4.2%	4.2%	4.3%	4.4%	4.3%	4.5%	4.6%	4.9%	5.0%	5.4%	5.6%	5.7%	4.7%

2000 ANNUAL DATA	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
CIVILIAN LABOR FORCE 1/	469.1	472.4	475.5	477.2	480.7	485.3	489.7	484.5	473.9	470.3	467.7	462.4	476.5
EMPLOYED PERSONS	440.1	442.9	447.6	453.8	459.0	462.2	467.6	464.7	454.6	449.8	444.9	438.4	452.9
LABOR MANAGEMENT DISPUTE 2/	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
PERSONS EMPLOYED IN AGRICULTURE 2/	41.9	36.8	38.8	43.1	43.2	42.6	41.3	42.3	46.7	48.0	36.5	36.1	41.5
UNEMPLOYED PERSONS	29.0	29.6	27.9	23.4	21.7	23.1	22.1	19.8	19.4	20.5	22.8	24.0	23.6
% OF LABOR FORCE, UNADJUSTED 3/	6.2%	6.3%	5.9%	4.9%	4.5%	4.8%	4.5%	4.1%	4.1%	4.4%	4.9%	5.2%	5.0%
% OF LABOR FORCE, SEASONALLY ADJ.	5.1%	5.1%	5.3%	5.0%	5.0%	5.0%	5.0%	5.0%	4.9%	4.9%	4.9%	4.7%	5.0%
U.S. UNADJUSTED	4.5%	4.4%	4.3%	3.7%	3.8%	4.1%	4.2%	4.1%	3.8%	3.6%	3.7%	3.7%	4.0%
U.S. SEASONALLY ADJUSTED	4.0%	4.1%	4.0%	3.8%	4.0%	4.0%	4.0%	4.1%	4.0%	3.9%	3.9%	3.9%	4.0%

1/ESTIMATES BASED ON NATIONAL HOUSEHOLD SAMPLE. CENSUS AND OTHER RELATIONSHIPS. INCLUDES SELF-EMPLOYED, UNPAID FAMILY AND DOMESTIC WORKERS. CURRENT MONTH PRELIMINARY. REVISED TO 2003 BENCHMARKS.
2/NONADDITIVE. INCLUDED IN TOTAL EMPLOYMENT.
3/COMPUTED FROM WHOLE (UNROUNDED) NUMBERS. RESIDENCE SERIES BEGAN IN JANUARY 1970.
SOURCE: LOCAL AREA UNEMPLOYMENT STATISTICS (LAUS) DATA. SEE TECHNICAL NOTES S-1 AND S-2 ON "SOURCES OF DATA" PAGE AT BACK OF THIS PUBLICATION.

TABLE III
MONTANA
STATEWIDE PAYROLL EMPLOYMENT BY INDUSTRY
(IN THOUSANDS)

2003

03 BM

(ESTABLISHMENT DATA)	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
TOTAL NONAGRICULTURAL PAYROLL JOBS	386 4	388 7	390 4	396 9	403.9	407.3	404 2	407 5	407.1	403.6	403.0	402.5	400.1
TOTAL PRIVATE	303 3	303 0	304 4	309.0	315 0	322.7	324 1	326 3	320.7	315.9	314 8	315.0	314 5
GOODS PRODUCING	44 3	43 7	43 9	46.6	49.0	50.9	51.2	51 2	50 6	49 4	48 5	47.3	48 1
SERVICE PROVIDING	342 1	345 0	346 5	350 3	354 9	356 4	353 0	356.3	356.5	354 2	354 5	355.2	352.1
NATURAL RESOURCES* & MINING	6 0	5.9	5.7	5 4	5.7	6 1	6 2	6 1	6.0	6 2	6 3	6.3	6.0
MINING	4 7	4 7	4 7	4.7	4 8	4 9	5.0	5 1	5.0	5.1	5.2	5 2	4.9
CONSTRUCTION	19 2	19 0	19 4	22 4	24 1	25 5	25 8	26.1	25 8	24 5	23 4	22 3	23.1
CONSTRUCTION OF BUILDINGS	6 5	6 3	6.1	6.6	6 9	7 3	7 3	7.3	7.0	6.8	6.9	7.0	6.8
HEAVY AND CIVIL ENGINEERING	2 7	2 8	3.1	4 2	5.0	5 1	5 4	5.5	5.6	5.2	4 8	4 1	4 5
SPECIALTY TRADE CONTRACTORS	10.0	9 9	10.2	11 6	12.2	13.1	13.1	13.3	13.2	12 5	11.7	11.2	11.8
MANUFACTURING	19 1	18 8	18.8	18.8	19 2	19.3	19 2	19.0	18 8	18.7	18 8	18.7	18.9
DURABLE GOODS	12 5	12 2	12.2	12.2	12 4	12 4	12 3	12 1	11.9	11 6	11 6	11.5	12.1
WOOD PRODUCT MANUFACTURING	5.2	4 9	4.9	4 9	4 9	5 0	4 9	4 8	4 6	4 6	4 7	4 6	4 8
NONDURABLE GOODS	6 6	6 6	6.6	6 6	6 8	6 9	6 9	6.9	6 9	7.1	7 2	7.2	6.9
TRADE, TRANS. & UTILITIES	82.5	81 8	82 2	82.9	84 4	85.3	85.1	85 6	85.1	84 9	85.8	86.5	84 3
WHOLESALE TRADE	15.0	14 9	15.0	15 4	15.6	15.7	15 6	15 6	15.5	15.5	15 4	15.3	15.4
RETAIL TRADE	52.2	51.7	52.0	52.3	53 4	54 1	54 3	54 6	54 1	54 0	54 9	55 4	53.6
TRANS , WAREHOUSE & UTILITIES	15 3	15.2	15.2	15.2	15 4	15 5	15.2	15 4	15 5	15.4	15 5	15.8	15.4
INFORMATION	7.7	7 8	7 7	7.5	7.6	7.6	7 6	7.7	7.6	7.4	7 4	7.5	7.6
FINANCIAL ACTIVITIES	19 9	19 9	20.0	19 9	20.0	20 4	20 6	20.8	20.5	20.3	20.3	20.4	20.3
PROFESSIONAL & BUSINESS SERV.	31 2	31.3	31.7	32.7	33.2	33.6	33.6	34 0	33.0	33.4	32.9	32 8	32.8
EDUCATION & HEALTH SERVICES**	53 2	53 6	53 5	53 5	53 5	52.7	51 6	52.2	52.9	53.8	53.9	54.2	53.2
EDUCATIONAL SERVICES	4 7	4 8	4 7	4 6	4 6	3 9	3 3	3 4	4 1	4 5	4 6	4 5	4 3
HEALTH CARE & SOCIAL SERVICES	48 5	48 8	48.8	48 9	48 9	48 8	48.3	48 8	48 8	49.3	49 3	49.7	48.9
LEISURE & HOSPITALITY	48.6	49.0	49 4	49 8	51 2	56 1	58.3	58.8	54 9	50.8	50.0	50 0	52.2
ACCOMMODATION	8 9	9 0	9 1	8.9	9 4	12.0	12 8	12 6	11.0	9.5	9 1	9.0	10.1
FOOD SERV & DRINKING PLACES	31 2	31 4	31.7	32.0	32.7	34 0	34 5	35.1	34 0	32 4	32.2	31 8	32.8
OTHER SERVICES	15 9	15 9	16 0	16.1	16 1	16 1	16 1	16.0	16 1	15 9	16 0	16.3	16.0
TOTAL GOVERNMENT	83 1	85 7	86 0	87 9	88.9	84 6	80 1	81 2	86 4	87 7	88 2	87.5	85 6
TOTAL FEDERAL GOVERNMENT	12 1	12 1	12 3	13.3	14 0	15 3	15 6	15 4	14 9	14 0	13.7	13.6	13.9
TOTAL STATE GOVERNMENT***	23 8	25 4	25 3	25.9	25 1	21.9	22 2	23 4	26.1	26.1	26.0	25 6	24 7
TOTAL LOCAL GOVERNMENT****	47 2	48 2	48.4	48.7	49.8	47 4	42.3	42 4	45.4	47.6	48 5	48 3	47 0

***Logging**
****Private education**
*****State government includes state university/college staff and student workers.**
******Local government includes public education, K-12.**
SOURCE: CURRENT EMPLOYMENT STATISTICS (CES) DATA. SEE TECHNICAL NOTE S-4 ON "SOURCES OF DATA" PAGE AT BACK OF THIS PUBLICATION. ALSO REFERENCE CES-790 PROGRAM DEFINITION ON "GLOSSARY OF TERMS" PAGE.

TABLE IV
METROPOLITAN STATISTICAL AREA (MSA)#
PAYROLL EMPLOYMENT BY INDUSTRY
(IN THOUSANDS)

2003

03 BM

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
(ESTABLISHMENT DATA)													
BILLINGS MSA (Yellowstone County)													
TOTAL NONAGRICULTURAL	67 5	67 9	67 8	69 8	70 7	70 4	69 4	70 1	70 7	70 2	70 2	70 1	69 6
TOTAL PRIVATE	59 1	59 1	59 1	60 9	61 7	62 0	62 0	62 5	62 3	61 4	61 4	61 3	61 1
GOODS PRODUCING	6 6	6 7	6 7	7 5	7 9	7 9	7 9	8 0	8 0	7 7	7 5	7 1	7 5
SERVICE PROVIDING	60 9	61 2	61 1	62 3	62 8	62 5	61 5	62 1	62 7	62 5	62 7	63 0	62 1
NAT RESOURCES*, MINING & CONST	3 5	3 5	3 5	4 3	4 6	4 6	4 6	4 7	4 7	4 4	4 2	3 8	4 2
MANUFACTURING	3 1	3 2	3 2	3 2	3 3	3 3	3 3	3 3	3 3	3 3	3 3	3 3	3 3
TRADE, TRANS & UTILITIES	17 9	17 7	17 6	17 9	18 1	18 2	18 1	18 2	18 2	18 1	18 4	18 5	18 1
WHOLESALE TRADE	4 9	4 9	4 9	5 0	5 0	5 1	5 1	5 1	5 0	4 9	4 9	5 0	5 0
RETAIL TRADE	9 4	9 3	9 2	9 3	9 5	9 5	9 4	9 5	9 5	9 5	9 8	9 8	9 5
TRANS , WAREHOUSING & UTIL	3 6	3 5	3 5	3 6	3 6	3 6	3 6	3 6	3 7	3 7	3 7	3 7	3 6
INFORMATION	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 3	1 3	1 2	1 2	1 2	1 2
FINANCIAL ACTIVITIES	3 8	3 8	3 8	3 7	3 7	3 7	3 8	3 8	3 8	3 8	3 8	3 8	3 8
PROFESSIONAL & BUSINESS SERV	7 9	7 9	8 0	8 4	8 4	8 4	8 5	8 6	8 5	8 6	8 6	8 6	8 4
EDUCATION** & HEALTH SERVICES	10 4	10 5	10 4	10 4	10 4	10 3	10 2	10 2	10 3	10 3	10 3	10 4	10 3
LEISURE & HOSPITALITY	8 1	8 1	8 2	8 6	8 7	9 0	9 1	9 2	8 9	8 4	8 3	8 4	8 6
OTHER SERVICES	3 2	3 2	3 2	3 2	3 3	3 3	3 2	3 2	3 3	3 3	3 3	3 3	3 3
TOTAL GOVERNMENT	8 4	8 8	8 7	8 9	9 0	8 4	7 4	7 6	8 4	8 8	8 8	8 8	8 5
TOTAL FEDERAL GOVERNMENT	1 9	1 9	1 9	1 9	1 9	1 9	1 9	1 9	1 9	1 9	1 8	1 9	1 9
TOTAL STATE GOVERNMENT***	1 4	1 7	1 7	1 7	1 7	1 4	1 4	1 4	1 6	1 7	1 7	1 7	1 6
TOTAL LOCAL GOVERNMENT****	5 1	5 2	5 1	5 3	5 4	5 1	4 1	4 3	4 9	5 2	5 3	5 2	5 0
MISSOULA MSA (Missoula County)													
TOTAL NONAGRICULTURAL	50 8	51 0	52 5	53 1	54 2	53 9	52 5	53 1	55 3	55 3	54 9	54 1	53 4
TOTAL PRIVATE	41 5	41 7	42 0	42 5	43 5	44 3	44 1	44 7	44 8	44 4	44 1	43 6	43 4
GOODS PRODUCING	5 2	5 3	5 3	5 6	6 0	6 5	6 6	6 4	6 5	6 3	6 1	5 7	6 0
SERVICE PROVIDING	45 6	45 7	47 2	47 5	48 2	47 4	45 9	46 7	48 8	49 0	48 8	48 4	47 4
NAT RESOURCES*, MINING & CONST	2 5	2 5	2 5	2 9	3 2	3 6	3 7	3 6	3 7	3 5	3 3	2 9	3 2
MANUFACTURING	2 7	2 8	2 8	2 7	2 8	2 9	2 9	2 8	2 8	2 8	2 8	2 8	2 8
TRADE, TRANS & UTILITIES	11 9	11 9	11 9	12 0	12 2	12 3	12 2	12 5	12 5	12 5	12 6	12 6	12 3
WHOLESALE TRADE	2 0	2 0	2 0	2 0	2 0	2 0	2 0	2 0	2 0	2 0	2 0	2 0	2 0
RETAIL TRADE	7 4	7 4	7 4	7 5	7 6	7 7	7 7	7 9	7 9	7 9	8 0	8 0	7 7
TRANS , WAREHOUSING & UTIL	2 5	2 5	2 5	2 5	2 6	2 6	2 5	2 6	2 6	2 6	2 6	2 6	2 6
INFORMATION	1 4	1 3	1 4	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2	1 2
FINANCIAL ACTIVITIES	2 4	2 4	2 4	2 4	2 5	2 5	2 5	2 5	2 5	2 5	2 5	2 5	2 5
PROFESSIONAL & BUSINESS SERV	4 5	4 6	4 7	4 9	4 9	5 0	5 0	5 1	5 1	5 1	5 1	5 0	4 9
EDUCATION** & HEALTH SERVICES	7 6	7 6	7 6	7 7	7 7	7 5	7 3	7 5	7 6	7 7	7 7	7 7	7 6
LEISURE & HOSPITALITY	6 2	6 3	6 3	6 4	6 7	7 0	7 0	7 2	7 0	6 7	6 5	6 5	6 7
OTHER SERVICES	2 3	2 3	2 4	2 3	2 3	2 3	2 3	2 3	2 4	2 4	2 4	2 4	2 3
TOTAL GOVERNMENT	9 3	9 3	10 5	10 6	10 7	9 6	8 4	8 4	10 5	10 9	10 8	10 5	10 0
TOTAL FEDERAL GOVERNMENT	1 5	1 5	1 5	1 5	1 6	1 7	1 7	1 6	1 6	1 6	1 6	1 5	1 6
TOTAL STATE GOVERNMENT***	4 2	4 2	5 4	5 4	5 4	4 2	3 5	3 8	5 5	5 7	5 6	5 5	4 9
TOTAL LOCAL GOVERNMENT****	3 6	3 6	3 6	3 7	3 7	3 7	3 2	3 0	3 4	3 6	3 6	3 5	3 5

*Logging

**Private education

***State government includes state university/college staff and student workers.

****Local government includes public education, K-12.

A single-county Metropolitan Statistical Area (MSA) is determined by the U S Office of Management and Budget and must have an urbanized area with a population of 50,000 or more Single-county MSAs are named after their central cities Billings and Missoula MSA employment is produced by the Montana Department of Labor and Industry for use as a state economic indicator

SOURCE CURRENT EMPLOYMENT STATISTICS (CES) DATA SEE TECHNICAL NOTE S-5 ON "SOURCES OF DATA" PAGE AT BACK OF THIS PUBLICATION ALSO REFERENCE CES-790 PROGRAM DEFINITION ON "GLOSSARY OF TERMS" PAGE

TABLE V
MONTANA
STATEWIDE FEMALE PAYROLL EMPLOYMENT BY INDUSTRY
(IN THOUSANDS)

2003 (Preliminary)

02 BM

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	AVG
(ESTABLISHMENT DATA)													
TOTAL NONFARM	197.2	198.6	198.2	200.6	205.0	205.8	202.0	201.7	205.3	206.6	206.9	204.3	202.7
TOTAL PRIVATE	151.7	151.6	150.9	152.8	156.5	159.6	160.1	160.6	159.1	158.2	158.3	157.0	156.4
GOODS PRODUCING	7.8	7.9	7.5	7.5	7.7	8.1	8.1	8.1	8.1	8.0	7.8	7.6	7.9
SERVICE-PROVIDING	189.4	190.7	190.6	193.1	197.4	197.7	193.8	193.6	197.2	198.6	199.1	196.7	194.8
NAT. RESOURCES* & MINING	0.5	0.5	0.5	0.5	0.6	0.6	0.6	0.5	0.5	0.5	0.5	0.5	0.5
CONSTRUCTION	2.6	2.7	2.6	2.6	2.9	3.1	3.3	3.5	3.4	3.2	3.1	3.0	3.0
MANUFACTURING	4.7	4.7	4.4	4.3	4.3	4.4	4.3	4.1	4.2	4.3	4.2	4.0	4.3
TRADE, TRANS. & UTILITIES	33.8	32.9	32.9	33.3	34.4	35.1	35.6	36.1	36.3	36.8	37.4	37.2	35.2
INFORMATION	3.5	3.6	3.6	3.6	3.8	4.0	3.8	3.7	3.6	3.5	3.5	3.3	3.6
FINANCIAL ACTIVITIES	13.4	13.6	13.3	13.3	13.3	13.6	13.5	13.6	13.5	13.6	13.7	13.8	13.5
PROF. & BUSINESS SERV.	15.7	16.2	15.9	16.4	16.5	16.2	16.2	16.5	16.2	16.1	16.7	16.2	16.2
EDUCATION** & HEALTH SERV.	39.5	39.5	39.6	39.9	40.1	40.1	39.7	39.9	39.9	39.9	40.1	40.3	39.7
LEISURE & HOSPITALITY	28.3	28.5	28.4	29.3	31.2	32.8	34.0	33.7	32.2	31.1	30.1	29.4	30.7
OTHER SERVICES	9.6	9.4	9.6	9.6	9.6	9.7	9.4	9.1	9.3	9.2	9.0	9.2	9.4
TOTAL GOVERNMENT***	45.5	47.0	47.3	47.8	48.5	46.2	41.8	41.1	46.2	48.4	48.7	47.3	46.3

***Logging**
****Private education**
*****Total government includes state university/college staff, student workers and public education, K-12.**

FEMALE EMPLOYMENT IS PRODUCED BY THE MONTANA DEPARTMENT OF LABOR AND INDUSTRY FOR USE AS A STATE ECONOMIC INDICATOR
SOURCE: CURRENT EMPLOYMENT STATISTICS (CES) DATA. SEE TECHNICAL NOTE S-5 ON "SOURCES OF DATA" PAGE AT BACK OF THIS PUBLICATION ALSO REFERENCE CES-790 PROGRAM DEFINITION ON "GLOSSARY OF TERMS" PAGE.

TABLE VI
MONTANA HOURS & EARNINGS

For Private Nonagricultural Production Workers

	Production Workers (In Thousands)				Average Weekly Earnings			
	Oct 2003	Nov 2003	Dec 2003	Dec 2002	Oct 2003	Nov 2003	Dec 2003	Dec 2002
TOTAL PRIVATE	258.8	257.1	257.0	256.0	$420.51	$423.75	$408.15	$405.13
GOODS PRODUCING	38.2	37.0	36.0	35.4	$650.72	$645.24	$631.42	$647.32
SERVICE-PROVIDING	249.7	249.2	250.3	249.0	$336.20	$341.69	$328.57	$323.41
NAT. RESOURCES & MINING	4.7	4.8	4.8	5.1	$989.67	$975.49	$977.19	$954.84
CONSTRUCTION	19.5	18.4	17.4	15.9	$649.89	$635.00	$605.78	$624.05
MANUFACTURING	14.0	13.8	13.8	14.4	$538.12	$542.33	$543.74	$565.25
TRADE, TRANS. & UTILITIES	71.4	72.1	73.0	72.9	$412.61	$420.66	$405.37	$397.27
INFORMATION	5.9	5.9	6.0	6.2	$573.63	$602.89	$581.39	$573.99
FINANCIAL ACTIVITIES	15.4	15.7	15.6	14.8	$520.55	$527.06	$473.99	$461.72
PROF & BUSINESS SERV	27.3	26.6	26.1	26.4	$420.59	$420.38	$414.50	$419.19
HEALTH CARE & SOCIAL SERV	43.9	43.8	44.1	44.2	$455.58	$456.58	$442.71	$430.94
LEISURE & HOSPITALITY	44.0	43.3	43.4	42.9	$185.23	$182.75	$175.17	$175.03
OTHER SERVICES	12.8	12.8	12.9	13.2	$278.72	$299.47	$295.66	$282.38

	Average Weekly Hours				Average Hourly Earnings			
	Oct 2003	Nov 2003	Dec 2003	Dec. 2002	Oct 2003	Nov 2003	Dec 2003	Dec 2002
TOTAL PRIVATE	32.1	32.2	31.3	31.8	$13.10	$13.16	$13.04	$12.74
GOODS PRODUCING	38.3	38.0	37.3	38.1	$16.99	$16.98	$16.93	$16.99
SERVICE-PROVIDING	27.4	27.6	26.8	27.2	$12.27	$12.38	$12.26	$11.89
NAT. RESOURCES & MINING	44.6	44.3	44.6	43.6	$22.19	$22.02	$21.91	$21.90
CONSTRUCTION	36.8	36.1	34.4	35.0	$17.66	$17.59	$17.61	$17.83
MANUFACTURING	38.3	38.3	38.4	39.5	$14.05	$14.16	$14.16	$14.31
TRADE, TRANS. & UTILITIES	33.6	34.2	33.2	33.3	$12.28	$12.30	$12.21	$11.93
INFORMATION	36.1	37.4	35.8	36.1	$15.89	$16.12	$16.24	$15.91
FINANCIAL ACTIVITIES	35.9	36.5	34.1	36.1	$14.50	$14.44	$13.90	$12.79
PROF. & BUSINESS SERV.	30.7	30.2	30.5	30.8	$13.70	$13.92	$13.59	$13.61
HEALTH CARE & SOCIAL SERV	33.4	33.4	32.6	32.2	$13.64	$13.67	$13.58	$12.98
LEISURE & HOSPITALITY	23.9	23.4	22.4	23.0	$7.75	$7.81	$7.82	$7.61
OTHER SERVICES	26.0	26.2	25.4	25.1	$10.72	$11.43	$11.64	$11.25

SOURCE: CURRENT EMPLOYMENT STATISTICS (CES) DATA. SEE TECHNICAL NOTE S-4 ON "SOURCES OF DATA" PAGE AT BACK OF THIS PUBLICATION. ALSO REFERENCE CES-790 PROGRAM DEFINITION ON "GLOSSARY OF TERMS" PAGE.

TABLE VII
THE CONSUMER PRICE INDEX - U.S.
NOT SEASONALLY ADJUSTED

ALL ITEMS
(1982-1984 = 100)

	2003		2002		2001	
	CPI-U	CPI-W	CPI-U	CPI-W	CPI-U	CPI-W
January	181.7	177.7	177.1	173.2	175.1	171.7
February	183.1	179.2	177.8	173.7	175.8	172.4
March	184.2	180.3	178.8	174.7	176.2	172.6
April	183.8	179.8	179.8	175.8	176.9	173.5
May	183.5	179.4	179.8	175.8	177.7	174.4
June	183.7	179.6	179.9	175.9	178.0	174.6
July	183.9	179.6	180.1	176.1	177.5	173.8
August	184.6	180.3	180.7	176.6	177.5	173.8
September	185.2	181.0	181.0	177.0	178.3	174.8
October	185.0	180.7	181.3	177.3	177.7	174.0
November	184.5	180.2	181.3	177.4	177.4	173.7
December	184.3	179.9	180.9	177.0	176.7	172.9
Dec-to-Dec %	1.9%	1.6%	2.4%	2.4%	1.6%	1.3%
ANNUAL AVERAGE:	184.0	179.8	179.9	175.9	177.1	173.5
Ann Avg %	2.2%	1.6%	1.6%	1.4%	2.8%	2.7%

Expenditure Category CPI-U Index	Relative Importance	Dec. 2003	% Change From Nov. 2003	% Change From Dec. 2002	Ann Average % 2002	Ann Average % 2001
ALL ITEMS	100%	184.3	-0.3%	1.8%	1.6%	2.8%
Food & Beverages	16%	184.1	0.7%	3.5%	1.8%	3.1%
Housing	40%	185.1	0.0%	2.2%	2.2%	4.0%
Apparel	5%	119.0	-3.3%	-2.1%	-2.6%	-1.8%
Transportation	17%	154.7	-0.6%	0.3%	-0.9%	0.7%
Medical Care	6%	302.1	0.4%	3.7%	4.7%	4.6%
Recreation	6%	107.7	-0.1%	1.1%	1.2%	1.5%
Education and Communication	5%	110.9	0.1%	1.6%	2.6%	2.6%
Other Goods & Services	5%	300.2	0.1%	1.5%	3.8%	4.2%

Purchasing Power Of Consumer Dollar:	Dec. 2003	Nov. 2003	Dec. 2002	Ann Average 2002	Ann Average 2001
(1982-84 = $1.00)	$0.54	$0.54	$0.55	$0.56	$0.56

THE CONSUMER PRICE INDEX (CPI) IS A MEASURE OF THE AVERAGE CHANGE IN THE PRICES PAID BY URBAN CONSUMERS FOR A FIXED MARKET BASKET OF GOODS AND SERVICES. THE CPI IS CALCULATED MONTHLY FOR TWO POPULATION GROUPS, ONE CONSISTING ONLY OF THE URBAN HOUSEHOLDS WHOSE PRIMARY SOURCE OF INCOME IS DERIVED FROM THE EMPLOYMENT OF WAGE EARNERS AND CLERICAL WORKERS (CPI-W). AS NEW USES WERE DEVELOPED FOR THE CPI IN RECENT YEARS, THE NEED FOR A BROADER AND MORE REPRESENTATIVE INDEX BECAME APPARENT. THE ALL-URBAN CONSUMER INDEX (CPI-U), INTRODUCED IN 1978, IS REPRESENTATIVE OF THE 1982-84 BUYING HABITS OF ABOUT 80% OF THE NONINSTITUTIONAL POPULATION, COMPARED WITH 32% REPRESENTED IN CPI-W.

SOURCE FOR DATA: SEE TECHNICAL NOTE S-6 ON "SOURCES OF DATA" PAGE AT BACK OF THIS PUBLICATION

Note: The Bureau of Labor Statistics has begun using a new formula for calculating the basic components of the CPI-U and the CPI-W effective with the data starting January 1999.

UI

TABLE VIII
Unemployment Insurance

Initial Claims

	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993	1992
January	6,268	6,393	6,098	5,977	5,915	6,749	7,546	7,495	6,588	6,591	6,057	6,594
February	3,618	3,147	3,200	3,088	3,108	3,214	3,270	3,938	3,370	3,666	3,170	3,265
March	3,496	3,542	2,700	2,352	2,793	3,220	2,724	2,869	3,002	2,948	2,784	2,881
April	3,496	3,726	2,862	2,354	2,941	2,916	3,360	2,826	2,948	3,081	2,829	2,949
May	2,380	2,266	2,085	1,944	1,982	1,913	2,075	2,351	2,330	2,265	2,033	2,129
June	2,887	2,221	1,982	1,993	2,252	2,449	2,280	2,222	2,689	2,470	2,120	2,484
July	2,533	2,250	2,512	2,594	2,029	2,143	2,337	2,254	2,281	2,317	2,246	2,423
August	2,109	1,729	1,850	2,101	1,535	1,596	1,680	1,631	1,842	1,662	1,466	1,650
September	1,941	1,773	1,529	2,307	1,544	1,740	1,700	1,825	1,579	1,626	1,744	1,758
October	3,662	3,506	3,606	2,983	2,689	3,580	3,142	3,392	3,245	2,943	2,860	2,822
November	4,152	4,549	4,159	3,618	3,378	3,997	3,802	4,604	4,835	4,100	4,454	3,215
December	4,748	5,004	4,243	4,678	4,065	4,952	4,851	4,883	5,036	4,226	4,365	4,408

Continued Claims

	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993	1992
January	53,085	53,709	51,419	52,211	54,354	47,781	57,513	60,632	56,167	52,265	48,165	47,135
February	53,784	52,948	48,992	46,555	48,595	48,151	56,567	59,295	56,942	56,866	49,313	48,102
March	64,009	59,681	47,135	41,532	NA*	57,371	62,496	58,121	53,936	63,207	59,540	53,621
April	42,019	49,457	45,509	34,927	34,300	36,484	44,463	50,358	41,202	42,379	38,521	36,493
May	34,501	31,990	29,667	25,446	30,514	31,079	31,603	34,556	40,259	36,461	30,593	28,913
June	35,666	30,053	25,539	20,656	26,803	26,824	31,786	31,675	29,430	33,520	31,912	31,106
July	29,639	26,277	30,168	24,331	22,030	22,862	25,500	30,194	28,631	26,980	25,848	27,169
August	31,248	21,981	23,194	20,976	24,426	24,425	23,702	23,881	29,528	29,753	27,711	24,322
September	26,774	21,891	20,999	18,885	16,430	17,119	18,950	22,763	20,188	20,614	20,279	22,937
October	25,064	21,278	22,919	22,845	19,136	18,228	18,075	22,312	24,457	20,779	20,592	20,689
November	40,905	31,258	29,689	27,563	25,507	33,293	27,425	30,126	33,400	35,450	34,318	26,202
December	47,953	51,251	48,795	41,649	32,538	37,779	38,941	54,332	41,797	39,504	43,370	42,284

*NA=not available

Trust Fund Growth Over Last Year (%)

	2003	2002	2001	2000	1999	1998	1997	1996	1995	1994	1993	1992
January	9.8	8.2	6.7	7.5	10.0	7.7	7.1	7.4	5.2	10.2	6.3	-1.6
February	11.7	9.4	4.4	10.1	9.4	9.5	3.2	9.2	7.7	7.3	9.8	-1.7
March	0.2	18.4	5.4	10.1	12.1	10.5	9.7	9.4	9.3	7.5	8.5	-1.2
April	-1.9	12.5	10.1	8.7	10.0	10.1	4.8	7.8	10.4	2.6	11.1	3.9
May	0.8	10.6	8.5	10.3	9.0	12.2	5.3	4.1	10.9	4.5	11.1	5.6
June	-1.0	10.1	8.4	13.4	9.6	11.9	3.5	6.0	10.6	6.8	5.5	5.2
July	-1.8	9.3	10.0	9.8	4.6	14.0	2.6	3.0	11.3	4.1	6.8	7.9
August	-1.0	9.3	8.4	8.4	9.4	11.2	4.7	4.6	10.2	6.0	6.6	7.3
September	-2.3	9.6	7.7	10.4	9.6	11.5	3.2	6.1	10.5	5.8	7.0	6.3
October	-5.7	11.4	8.3	6.3	8.5	10.9	4.4	6.1	10.4	7.0	6.9	6.4
November	-4.3	11.5	7.6	6.2	10.0	9.7	5.9	6.1	7.9	6.7	7.6	9.4
December	-5.0	11.1	6.9	7.8	10.5	10.1	7.6	4.2	8.1	7.2	7.4	7.6

Source: This table was prepared by the Montana Department of Labor and Industry, Research and Analysis Bureau. Unemployment Insurance claims and payments data was derived from the ETA 5-159 (Employment and Training Administration Claims and Payment Activities) report. Trust Fund Growth data was derived from the ETA 2-112 (Employment and Training Administration Unemployment Insurance Financial Transaction Summary) report.

Benchmarking

Data included in this publication reflect the current benchmarks for the nonagricultural wage and salary employment series and the labor force series. The annual tables included in this publication also reflect these benchmarks. A benchmark is a point of reference from which measurement can be made, or upon which adjustments are based. The two series are estimated differently:

(1) The level of nonagricultural wage and salary employment is based on an estimate of the month-to-month change in an established level of employment. The benchmark is a reasonably complete count of the number of all employees in an industry at a specific point in time, and sets the level of employment from which the month-to-month change is measured. The base of the benchmark is the Quarterly Census of Employment and Wages (QCEW) which is a complete count of all employees covered by Montana unemployment insurance laws. The QCEW is adjusted by special surveys to include employees not covered by unemployment insurance laws. Nonagricultural wage and salary employment estimates are compared to the QCEW on an annual basis and adjusted accordingly (benchmarked) for estimation errors that may have occurred due to sample error, changes in industrial classification of individual firms, the presence of noncovered employees and the opening or closing of businesses.

(2) Statewide labor force data is derived from a monthly sample of households conducted by the U.S. Census Bureau for the U.S. Department of Labor. Known as the Current Population Survey (CPS), this data is designed to be statistically significant on a monthly basis for the nation. States with small populations, however, do not have a large enough sample to ensure reliability on a monthly basis. This is the main reason for benchmarking the labor force series in Montana. The labor force series also includes the benchmarked nonagricultural wage and salary employment by industry in its benchmarking process. Revisions to the labor force series are normally limited to the preceding three years. Occasionally, a longer benchmark is warranted. For instance, the 1990-95 labor force series was revised in 1997 to incorporate census data revisions.

Reliability of CES estimates

The Current Employment Statistics (CES) uses sample-based estimates. Differences between the CES estimates and benchmarked data may be caused by sampling error, changes in industry classification of businesses, or openings and closings of businesses. Thus, the CES estimates are adjusted each year during the benchmark process *(see benchmarking explanation above)*.

Glossary of terms

1. Civilian Labor Force - the number of persons 16 years and older, defined as employed or unemployed, excluding members of the armed forces.

2. Employed - those persons who work for pay or profit during a week, or as unpaid family workers who work 15 hours or more during a week. Also included as employed are those who, although not working, had some job attachment and were not looking for work, including persons temporarily absent from a job due to illness, bad weather, vacation, or labor dispute, whether or not they were in a pay status during their time off.

3. Unemployed - those persons who, for an entire week, did not work at all, were able to work and available for work, and (1) were looking for work or (2) would have looked for work except that (a) they were waiting to return to a job from which they had been laid off, or (b) they were waiting to report to a new wage and salary job scheduled to start within the following 30 days (and were not in school during the week).

4. Unemployment Rate - the number of unemployed expressed as a percent of the civilian labor force.

5. Residence Data - a count of people by where people live.

6. Establishment Data - a count of jobs by where people work.

7. Seasonally Adjusted Labor Force Series - to facilitate the evaluation of the labor force, recurrent yearly movements have been isolated and removed using the X-12 ARIMA method of seasonal adjustment. This is the same method used by the Bureau of Labor Statistics to seasonally adjust the national labor force series.

8. MSA - Metropolitan Statistical Area - as determined by the Office of Management and Budget. The MSA must have a central city with a population of 50,000 or more.

9. LFA - Labor Force Area as determined by the Research and Analysis Bureau, Montana Department of Labor and Industry, consists of a central city or cities with a population of less than 50,000 and the economically integrated geographical area surrounding it.

10. LWIA - The enactment of the Workforce Investment Act (WIA) of 1998 is the first wholesale reform of the nation's job training system in more than 15 years. Montana's State Workforce Investment Board was created by the governor in response to this act and its first task was to certify the local workforce investment areas (LWIA), which are guided by local workforce investment boards (these local boards replaced JTPA's Private Industry Councils). The two LWIAs for Montana are known as Rural Concentrated Employment Program, or CEP (Beaverhead, Broadwater, Deer Lodge, Granite, Jefferson, Lewis & Clark, Madison, Meagher, Powell, and Silver Bow counties), and Balance of State (the other 46 counties).

11.BENCHMARKING - is a continuous process of establishing a new set of data which affects the series of estimates through revision. Once a new benchmark is established, the adjustments to estimates between the new benchmark and the preceding one are carried forward progressively to the current month by use of sample trends. The benchmark is established less frequently (usually once a year) based on sample or secondary data. In the case of employment data, the benchmark is used to establish the level of employment, while the sample is primarily used to measure the month-to-month changes in the level.

12.CES-790 Program - Current Employment Statistics survey produces monthly estimates of a wide variety of employment and earnings information for the nation, each state and Metropolitan Statistical Areas (MSAs). Because this information comes from a survey of employers, persons who work for two different companies would be counted twice. Thus, nonagricultural employment is actually a count of the number of jobs filled, rather than the number of persons employed.

Sources of data

S-1.) Prepared by the Montana Department of Labor and Industry's Research and Analysis Bureau in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics (BLS). LAUS data (Local Area Unemployment Statistics program) is adjusted to the Current Population Survey benchmark and is the official BLS approved series that is used to allocate federal funds and determine eligibility for federal assistance programs. This series represents employment and unemployment by place of residence, and is not comparable to the place-of-work industry employment series (CES data). LAUS data is calculated for the week that includes the 12th of the month. Workers involved in labor disputes are counted as employed. Total employment in the labor force also includes agricultural workers, unpaid family workers, domestic workers and the self-employed.

S-2.) Prepared by the Montana Department of Labor and Industry's Research and Analysis Bureau. The unadjusted unemployment rate is prepared by the LAUS program in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics. The seasonally adjusted rate is an unofficial series, and is provided only for use as a state economic indicator.

S-3.) Prepared by the Montana Department of Labor and Industry's Research and Analysis Bureau from LAUS data. Data for Service Delivery Areas and Labor Force Areas is calculated from the official data series by summing up employment and unemployment for the appropriate counties involved, and calculating an unemployment rate from the summed data for each area.

S-4.) Prepared by the Montana Department of Labor and Industry's Research and Analysis Bureau in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics. Data from the CES (Current Employment Statistics) program represents nonagricultural wage and salary employment by place of work, and covers full-time and part-time employees who worked during, or received pay for, the payroll period that includes the 12th of the month. The data excludes the self-employed, volunteers, unpaid family workers and domestic workers. Persons on sick leave, vacations, or holidays (and being paid for that period by their employer) are considered employed. Payroll and worker hour data is collected for production and related workers in manufacturing industries, nonsupervisory workers in private service-producing industries, and construction workers in construction industries. The earnings figures are "gross" figures—that is, they reflect changes in wage rates, shift differentials and premium pay for overtime work. The hours figures relate to the hours for which pay was received, which is different from scheduled or standard work hours.

S-5.) Prepared by the Montana Department of Labor and Industry's Research and Analysis Bureau from a survey of Business Establishments as part of the BLS-790 Program. Information on female employment is computed as a ratio of all employees of the Current Employment Statistics, and is produced for informational purposes only.

S-6.) Tabulations produced by the U.S. Department of Labor's Bureau of Labor Statistics, and reprinted by the Montana Department of Labor and Industry's Research and Analysis Bureau for informational purposes only. This is a national data series because Montana data is not computed separately.

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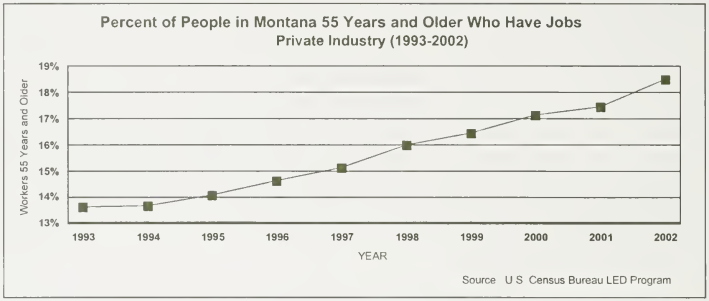
Montana's Private Industry Working Population Growing Older



Montana's working population in private industry is growing older. Over the last 10 years, the percent of workers 55 years old and older, has grown steadily from 13.6 percent in 1993 to more than 18.5 percent in 2002.

If you would like more information on Montana's aging workforce, contact Bob Liffring, Research and Analysis Bureau, 444-2010 or toll free 800-541-3904.

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